

COMMONWEALTH OF KY AND THE OCR PARTNERSHIP AGREEMENT STATUS REPORT

Agenda Item D
April 16, 2001

Information:

The Council on Postsecondary Education, on behalf of the Commonwealth, entered into a partnership with the U. S. Department of Education Office for Civil Rights to implement an agreement that ensures Kentucky's compliance with Title VI.

The agreement focuses on a commitment by the state's elected and appointed leaders to accomplish the goals, the distribution of resources, and educational policies and practices. The Commonwealth and the OCR monitor the implementation of the agreement. The partnership agreement will be effective until December 31, 2002. A summary of the second report of the status of the agreement commitments follows.

Enhancement of Kentucky State University

- State funds were authorized to renovate Carver and Hathaway Halls. The university is coordinating the project planning which is underway.
- In February 2001, the living conditions in Young Hall dormitory were reviewed and found to be unchanged since the renovation was postponed.
- The university is continuing its program of communication and diversity training to address the division between minority and non-minority faculty and staff.
- The Council on Postsecondary Education and the Strategic Committee on Postsecondary Education reviewed the benchmark funding process, July 2000 – February 2001. All institutions are allowed to select up to five new benchmark institutions. Further review of the funding results revealed that KSU is not at a disadvantage by the use of benchmark funding.
- The KSU teacher education program received full accreditation from the Kentucky Education Professional Standards Board. All standards are fully met, except two:
 - **Standard II.C. Monitoring and Advising Progress of Candidates:** The unit systematically monitors and assesses the progress of candidates and ensures that they receive appropriate academic and professional advisement from admission through completion of their professional education program. *Review Team Decision:* Met with Weakness. *Weakness Cited:* Assessment data are not consistently used to advise students and inform program improvement decisions. *KSU Rejoinder:* The unit respectfully disagrees with this assessment by the team.
 - **Standard III.C. Professional Assignments of Faculty:** The unit ensures that policies and assignments allow faculty to be involved effectively in teaching, scholarship, and service. *Review Team Decision:* Not Met. *Weakness Cited:* Faculty teaching and advising assignments are excessive. *KSU Rejoinder:* The unit concurs that some faculty had teaching and advising assignments beyond the normal faculty load. However, there are justifications for the minimal number of deviations; and the unit feels that the team may have missed, overlooked, or misinterpreted some of the evidence provided.

- Compared to the performance of other Kentucky institutions, KSU students taking the most recent PRAXIS II did not fare well. Of the 37 KSU students taking the PRAXIS II exam, 20 (or 54 percent) passed. The institution ranked closest to KSU was Alice Lloyd College with a score of 26 of 32 or 81 percent passing. See Attachment A.
- A review of the funding for agricultural cooperative extension and research programs is underway. In 1998 the federal government began to require states to match federal funds appropriated for agricultural programs of 1890 land grant institutions.

Access and Equal Opportunity Programs

- The council provides grants to support 20 programs for the middle school students. A statewide conference for participants of the Governor's Minority Student College Preparation Program will be held June 13-14, 2001, on the campus of the University of Kentucky.
- The 14TH Annual Academically Proficient African American High School Senior conference will be hosted on its Belknap campus by the University of Louisville June 22-23.
- Kentucky's postsecondary institutions will participate in the 2001 Louisville Defender Minority Expo in downtown Louisville, November 9-11.
- Recurring funds supported six scholars in the Southern Regional Educational Board Compact for Faculty Diversity Program in fall 2000.
- The Commonwealth will support nine additional SREB scholars in fall 2001. Selection of new scholars will be complete by July.

Strategies to Increase Retention and Graduation Rates

- Twenty students signed a contract to participate in the UofL Pathways to Success program in fall 2000; 51 students signed a contract to participate in the program in spring 2001. Eighteen of the 20 Pathways students, or 90 percent, were retained from fall 2000 to spring 2001.
- The UofL Commission on Diversity and Racial Equality will work with Pathways administrators to ensure that the program commitments are achieved.
- UofL implemented a freshman summer transition program in the summer of 2000; 44 students entered the program and 39 students, or 89 percent, completed the program. Thirty-four of the 39 summer transition program participants enrolled at UofL in the fall; 28 were retained in spring 2001.
- Six of eight universities submitted updated reports that summarize specific programs, activities, and collaborative endeavors to increase African American enrollment in Kentucky's Graduate and Professional Schools.

Campus Environment Teams

- Of the eight Campus Environment Teams or their equivalent, four have completed an annual report, to be shared with the president and the Board of Regents or Trustees, outlining actions that should be taken by the institutions to improve the campus environment and attract more African American students, faculty, professional staff, and administrators.
- At the time of the campus visit by the CEO and OCR, the teams at ECU, MuSU, and NKU, while properly constituted and given a charge by the president, were experiencing difficulty fully understanding their function and the nature of the committee's interface with the university president.

- The KSU and MoSU Campus Environment Teams were dysfunctional at the time of the CEO and OCR campus visit.
- A majority of the Campus Environment Teams were meeting, but not at times or locations that allowed the public to participate. Meeting agendas, meeting times, and locations were not advertised so that campus groups could attend.

Efforts to Ensure the Diversity of Faculty, Staff, and President's Cabinet

- Compared to fall 1999, in fall 2000 there were fewer tenured African American faculty; an increase in the number of non-tenured faculty; and an increase in the number of executive, administrative, or managerial staff employed by the public universities in Kentucky.
- African Americans made up 116, or 3.7 percent, tenured faculty at Kentucky's public universities in fall 2000. Among the traditionally white institutions UofL employed the greatest number of African American tenured faculty in fall 2000 (37 or 5.4 percent), while Morehead employed the fewest number of African American tenured faculty (3 or 1.7 percent).
- KSU employed 12, or 28.6 percent, African American tenured faculty in fall 2000.
- There were 130, or 6.4 percent, African Americans among the non-tenured faculty at Kentucky's public universities in fall 2000. Among the traditionally white institutions, the greatest number, 24 or 5.9 percent, were employed at UofL. Morehead employed the fewest number of non-tenured African American faculty, 6 or 4.5 percent.
- KSU employed 24, or 44.4 percent, non-tenured African American faculty in fall 2000.
- African Americans made up 118, or 3.7 percent, tenured faculty at Kentucky's public universities in fall 1999. Among the traditionally white institutions, UK employed the greatest number of tenured African American faculty, 33 or 2.9 percent. Morehead employed the fewest tenured African American faculty, 2 or 1.2 percent.
- KSU employed 19, or 29.7 percent, tenured African American faculty in fall 1999.
- African Americans made up 139, or 6.9 percent, non-tenured faculty at public universities in fall 1999. UK employed the greatest number of non-tenured African American faculty, 29 or 4.9 percent. Morehead employed the fewest non-tenured African American faculty, 7 or 5.0 percent.
- KSU employed 16, or 43.2 percent, non-tenured African American faculty in fall 1999.
- African Americans held 96, or 9.7 percent, of the executive, administrative, or managerial positions in fall 2000. Among the traditionally white institutions, UofL employed the greatest number of African Americans in executive, administrative, or managerial positions in fall 2000 (23 or 9.6 percent), while Morehead employed the fewest African American executive, administrative, or managerial positions (2 or 4.2 percent).
- KSU employed 29, or 76.3 percent African Americans in executive, administrative, or managerial positions in fall 2000.
- African Americans held 92, or 9.0 percent, of the executive, administrative, or managerial positions in fall 1999. Among the traditionally white institutions, UofL employed the greatest number of African Americans in executive, administrative or managerial positions (19 or 8.6 percent). Morehead employed the fewest African Americans in executive, administrative, or managerial positions (2 or 3.9 percent).
- KSU employed 31, or 73.8 percent, African Americans in executive, administrative, or managerial positions in fall 1999.

Personnel Responsible for Access and Equal Opportunity Programs

- The primary person responsible for monitoring the implementation of the Kentucky Plan for Equal Opportunities and the Partnership Agreement with OCR either attends the president's cabinet meeting or meets separately with the president to discuss EEO issues.

OCR Commitments

- The OCR has invited the Kentucky institutions to participate in a conference to discuss strategies for implementation of partnership agreement, diversity issues, admissions, and student scholarships. There were no requests for technical assistance.
- The OCR co-sponsored a campus diversity conference with the council in Louisville, Kentucky, September 25-26, 2000.
- The OCR has completed visits to the eight universities. Final reports have not been completed for three campuses.
- OCR has completed all review work in a timely manner.

Monitoring

- The first-round of campus visits to universities are complete. Draft reports are complete and are being reviewed by the respective institutions. Reports should be final by May 1.
- The universities will utilize the reports to adjust their strategies to comply with the Partnership Agreement.
- The second-round of campus visits will be postponed, with the exception of KSU, to allow adequate time for the institutions to seek new strategies and implement recommendations from the report.
- OCR and CPE will visit the campus of Kentucky State University in September 2001.

Special Reports

- A special report requested by the OCR on the UofL Enrollment Management Program has not been submitted.
- Special reports requested by the OCR on the Pathways to Success program, the status of the search for the Vice Provost for Diversity and Equal Opportunity, and the consultant's report on the review of the student support services program were submitted by UofL.

**Single Assessment Institution Level Pass-Rate Data:
Regular Teacher Preparation Program**

General Information

The PRAXIS II test results are the product of tests taken by teacher education students who graduated during the 1999-2000 academic year (fall 1999, spring 2000, and summer 2000). The test was given five times during the academic year. Each category of the test has a pass score. For example, the old pass score for elementary education is 143 of a possible 200; the new pass score for elementary education is 163 of a possible 200. Institutions can get detailed information about test takers; i.e., how did the score of those failing compare to the pass score; for those who passed the same information is available.

There are practice guides and test booklets available for students and faculty. ETS has found a strong correlation between the failure rates at all institutions and the preparation of the student when admitted into a teacher education program; i.e., if the student was marginal when admitted and not given intensive support and remediation, statistically that student is likely to fail the PRAXIS test. ETS has found that 33 percent of the PRAXIS test takers do not prepare for the test in any way. Each test or section of a set is separately identified. If a student must take multiple sections of the test to be credentialed, she must pass both. She cannot pass section I but not section II and be considered successful. For example, if a student wishes to teach math at the secondary level, there are two parts of the PRAXIS that she must pass: part I is content (a separately identified section of the test) and part II is methods (a separately identified section of the test). If the student is not successful on both, she is required to take both parts if she tests again.

Kentucky's public universities had 1,531 of 1,636 passing the tests, a 93.6 percent pass rate. A 93.6 percent pass rate may seem high; however, the EPSB has adjusted the cutoff scores. When students are tested in the future with the adjusted cutoff scores, the pass rates are expected to drop substantially. The pass rates of Kentucky institutions are summarized below.

Attachment A - Continued

Single Assessment Institution Level Pass-Rate Data: Regular Teacher Preparation Program

Institution Name	Number Taking the Assessment	Number Passing the Assessment	Institutional Pass Rate
<i>Statewide</i>	<i>2,276</i>	<i>2,134</i>	<i>94%</i>
Eastern Kentucky University	242	229	95%
Kentucky State University	37	20	54%
Morehead State University	226	210	93%
Murray State University	248	236	95%
Northern Kentucky University	210	201	96%
University of Kentucky	199	191	96%
University of Louisville	118	104	88%
Western Kentucky University	356	340	96%
Private and Independent Institutions			
Alice Lloyd College	32	26	81%
Asbury College	80	79	99%
Bellarmino University	92	90	98%
Berea College	23	22	96%
Brescia University	17	17	100%
Campbellsville University	52	51	98%
Centre College	11	11	100%
Cumberland College	78	69	88%
Georgetown College	41	40	98%
Kentucky Wesleyan College	20	18	90%
Kentucky Christian College	27	23	85%
Lindsey Wilson College	28	27	96%
Spalding University	29	27	93%
Thomas More College	16	15	94%
Transylvania University	21	21	100%
Union College	44	39	89%

The new cut-off scores were effective as of January 1, 2001.

Source: Educational testing Service, HEA – Title II 1999-2000 Academic Year; Single Assessment Institution Level Pass-Rate Data: Regular Teacher Preparation Program. February 14 2001.